

Planning, Building and Code Enforcement Department

Joseph Horwedel, Director

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Facilitate the preservation and building of a safe, attractive, vibrant and sustainable San José through partnership with and exceptional service to our diverse communities and customers

City Service Areas

**Community and Economic Development
Neighborhood Services**

Core Services

Community Code Enforcement

Enforce and promote compliance with local and State codes to ensure a safe, healthy and attractive community

Development Plan Review & Building Construction Inspection

Manage and review development and construction applications to allow issuance of permits in compliance with applicable codes and policies

Long Range Land Use Planning

Develop land use plans and policies to guide the future physical growth of the City

Strategic Support: Administration, Clerical Services, Budget Preparation, Fiscal Services, Human Resources, Information Systems, Marketing and Outreach, Safety/Wellness

Planning, Building and Code Enforcement Department

Department Budget Summary

	2008-2009 Actual 1	2009-2010 Adopted 2	2010-2011 Forecast 3	2010-2011 Adopted 4	% Change (2 to 4)
Dollars by Core Service					
Community Code Enforcement	\$ 10,305,073	\$ 9,758,551	\$ 10,828,520	\$ 9,518,335	(2.5%)
Development Plan Review and Building Construction Inspection	22,138,433	16,389,967	14,361,980	15,601,111	(4.8%)
Long Range Land Use Planning	2,328,221	2,465,340	1,889,332	2,050,117	(16.8%)
Strategic Support	1,476,408	1,347,416	1,322,264	1,275,044	(5.4%)
Total	\$ 36,248,135	\$ 29,961,274	\$ 28,402,096	\$ 28,444,607	(5.1%)
Dollars by Category					
Personal Services					
Salaries/Benefits	\$ 33,389,360	\$ 26,832,609	\$ 25,797,191	\$ 25,491,445	(5.0%)
Overtime	138,420	238,142	218,142	193,142	(18.9%)
Subtotal	\$ 33,527,780	\$ 27,070,751	\$ 26,015,333	\$ 25,684,587	(5.1%)
Non-Personal/Equipment	2,720,355	2,890,523	2,386,763	2,760,020	(4.5%)
Total	\$ 36,248,135	\$ 29,961,274	\$ 28,402,096	\$ 28,444,607	(5.1%)
Dollars by Fund					
General Fund	\$ 32,442,145	\$ 26,578,229	\$ 24,608,666	\$ 25,475,855	(4.1%)
Airport Maint & Ops	58,612	58,043	61,582	58,880	1.4%
Comm Dev Block Grant	3,278,189	2,664,685	2,823,527	1,898,922	(28.7%)
Integrated Waste Mgmt	16,219	17,383	254,627	254,627	1364.8%
Low/Mod Income Hsg	60,896	66,290	74,396	74,396	12.2%
Sewer Svc & Use Charge	102,750	169,212	145,660	143,701	(15.1%)
SJ/SC Treatment Plant	0	0	45,615	45,615	N/A
Storm Sewer Operating	189,098	266,692	290,303	290,303	8.9%
Water Utility	16,219	17,383	24,331	24,331	40.0%
Capital Funds	84,007	123,357	73,389	177,977	44.3%
Total	\$ 36,248,135	\$ 29,961,274	\$ 28,402,096	\$ 28,444,607	(5.1%)
Authorized Positions	284.00	241.00	211.00	211.00	(12.4%)

Planning, Building and Code Enforcement Department

Budget Reconciliation

(2009-2010 Adopted to 2010-2011 Adopted)

	Positions	All Funds (\$)	General Fund (\$)
Prior Year Budget (2009-2010):	241.00	29,961,274	26,578,229
Base Adjustments			
One-Time Prior Year Expenditures Deleted			
• Rebudget: Sign Code Update		(44,500)	(44,500)
• Rebudget: Neighborhood Revitalization Planning Efforts		(60,000)	(60,000)
• Temporary Long Range Planning activities:			
Habitat Conservation Plan		(192,535)	(192,535)
Diridon Station Area Plan		(110,000)	(32,098)
CDBG-eligible work to facilitate housing efforts		0	28,106
• City-Wide Address Database Project		0	(53,626)
• FileNet Upgrade		(98,422)	(98,422)
• Code Enforcement database conversion		(6,105)	(6,105)
One-time Prior Year Expenditures Subtotal:	0.00	(511,562)	(459,180)
Technical Adjustments to Costs of Ongoing Activities			
• Salary/benefit changes and the following position reallocations:		2,546,453	1,713,978
- 1.0 Permit Specialist to 1.0 Senior Permit Specialist			
- 1.0 Principal Planner to 1.0 Senior Planner			
• Elimination of 29.0 positions in the Building and Planning Development Fee Programs on November 17, 2009:	(29.00)	(3,894,678)	(3,507,953)
1.0 Associate Architect, 1.0 Associate Engineer, 1.0 Building Inspection Manager, 7.0 Building Inspector, 1.0 Geographic Systems Specialist, 4.0 Planner, 2.0 Planning Technician, 1.0 Principal Permit Specialist, 1.0 Principal Planner, 1.0 Program Manager II, 1.0 Senior Account Clerk, 4.0 Senior Office Specialist, 1.0 Senior Permit Specialist, 2.0 Senior Planner, 1.0 Senior Systems Application Programmer			
• Transfer of cashiering activities for Development Fee Program to Finance Department (1.0 Senior Account Clerk)	(1.00)	(91,756)	(91,756)
• Annualization of Annual Report Actions in the Development Fee Program (overtime and non-personal/equipment)		(247,000)	(247,000)
• Vacancy Rate Adjustment		360,989	347,686
• Reallocation from City-Wide Expenses of funding for Neighborhood Clean-Up		282,662	282,662
• Changes in professional development costs		(24,000)	(24,000)
• Technical adjustment to reflect latest CDBG funding awards		12,214	0
• Maintenance support for qmatic software/hardware		10,000	10,000
• Changes in vehicle maintenance and operations costs		(2,500)	6,000
Technical Adjustments Subtotal:	(30.00)	(1,047,616)	(1,510,383)
2010-2011 Forecast Base Budget:	211.00	28,402,096	24,608,666

Planning, Building and Code Enforcement Department

Budget Reconciliation (Cont'd.)

(2009-2010 Adopted to 2010-2011 Adopted)

	Positions	All Funds (\$)	General Fund (\$)
Budget Proposals Adopted			
1. General Code Enforcement Program	(11.41)	(1,345,279)	(430,890)
2. Planning, Building and Code Enforcement Department Employee Total Compensation Reduction		(766,146)	(766,146)
3. Planning, Building and Code Enforcement Department Management and Professional Employees Total Compensation Reduction		(40,285)	(24,624)
4. Planning Fee Program	(0.20)	(9,146)	(9,146)
5. Vehicle Maintenance Staffing and Contractual Services		(6,000)	(6,000)
6. Building Fee Program	12.70	1,621,150	1,621,150
7. Code Enforcement Fee Programs	0.41	205,215	205,215
8. Special Long Range Planning Efforts	(1.50)	75,980	(29,392)
9. Rebudget: FileNet Upgrade		198,422	198,422
10. Rebudget: Annexation and Sign Code Update		102,500	102,500
11. Rebudget: Code Enforcement Information Technology Programming Services		6,100	6,100
Total Budget Proposals Adopted	0.00	42,511	867,189
2010-2011 Adopted Budget Total	211.00	28,444,607	25,475,855

Planning, Building and Code Enforcement Department

Budget Changes By Department

Adopted Budget Changes	Positions	All Funds (\$)	General Fund (\$)
1. General Code Enforcement Program	(11.41)	(1,345,279)	(430,890)

Neighborhood Services CSA ***Community Code Enforcement***

This action eliminates 12.0 positions and adds 2.0 temporary positions in the Code Enforcement Division and consists of the following adjustments which will impact the level of service throughout the City of San José:

- Eliminate six Code Enforcement Inspectors and one Senior Office Specialist in the Community Development Block Grant (CDBG) Code Enforcement Program. Due to a significantly reduced allocation in CDBG funding, this action will reduce the CDBG Inspection staff by 38%, leaving ten inspectors assigned to CDBG-eligible census tracts. A new service delivery model will consist of three teams comprised of two Inspectors per team. Each team will be assigned to a neighborhood for a period of no less than six months to provide proactive code enforcement services. The remaining four inspectors will continue to provide services as a component of the Multiple Housing Program, which allows for enhanced inspections in CDBG-eligible neighborhoods. The General Code Program will respond to resident complaints in CDBG neighborhoods.
- Eliminate four Code Enforcement Inspectors and one Senior Office Specialist budgeted in the General Fund and reimbursed by the San Jose Redevelopment Agency (SJRA). The Strong Neighborhoods Initiative (SNI) Driveway Team currently consists of six Inspectors which conduct annual proactive blight sweeps of SNI neighborhoods. Due to a significant reduction in SJRA funding, three Inspector positions and one Senior Office Specialist position currently assigned to the SNI Program were eliminated.

One additional Code Enforcement Inspector position funded by SJRA that is assigned to the Downtown and Neighborhood Business District areas was also eliminated. Proactive sweeps and attendance at meetings with business owners and SJRA staff will be discontinued. The General Code Program staff will handle complaint-based services.

- In an effort to reduce service delivery impacts due to significant reductions in CDBG and SNI neighborhoods, two General Fund Code Enforcement Inspector positions were approved to be added on a one-time basis to the General Code Program. The addition of these positions will increase the number of General Funded Inspector positions to 7.75 for the entire City.

(Ongoing savings: \$1,744,782)

Performance Results:

Cycle Time, Customer Satisfaction Emergency and Priority complaints will receive field inspection services within 24 and 72 hours, respectively. Initial field inspection services for Routine complaints will increase from 10 days to 15 days due to an increase in area responsibility for assigned Code Enforcement Inspectors. SNI neighborhood blight sweeps will be reduced from once a year to once every two years. Staff attendance at Neighborhood Action Committee meetings will be reduced from a quarterly basis to a semi-annual basis. It is anticipated that 11,000 parcels will be inspected in 2010-2011, approximately one-half of what is projected in 2009-2010. Proactive enforcement to address the impacts of vacant foreclosed properties in neighborhoods will be discontinued.

Planning, Building and Code Enforcement Department

Budget Changes By Department (Cont'd.)

Adopted Budget Changes	Positions	All Funds (\$)	General Fund (\$)
2. Planning, Building and Code Enforcement Department Employee Total Compensation Reduction		(766,146)	(766,146)
<i>Community and Economic Development CSA</i>			
<i>Development Plan Review & Building Construction Inspection</i>			
<i>Long Range Land Use Planning</i>			
<i>Strategic Support</i>			
<i>Neighborhood Services CSA</i>			
<i>Community Code Enforcement</i>			

As a result of compensation reductions for various bargaining groups as approved by the City Council on June 22, 2010, this action reflects a 10% reduction in total compensation costs, of which 5% is ongoing, for various bargaining units (AEA, ALP, AMSP, CAMP, IBEW, and OE3); an additional 5% total compensation reduction for Executive Management and Professional Employees and Unrepresented Employees (Units 99 and 81/82) for a total 10% reduction in compensation, of which 5% is ongoing; and a 5% reduction in ongoing total compensation costs for ABMEI. The savings generated from these actions helped address the General Fund shortfall, thereby retaining City services which would otherwise have been eliminated.

The compensation adjustment actions, which vary by employee group, include: general wage decreases, freezing of merit increases, additional employee contributions to retirement to offset the City's contributions, healthcare cost sharing changes (from 90% City/10% employee to 85% City/15% employee), healthcare plan design changes including increased co-pays, and changes in healthcare in lieu, healthcare dual coverage, and disability leave supplement. The specific actions are described in each bargaining unit's agreement with the City that can be found at: <http://www.sanjoseca.gov/employeeRelations/labor.asp>.

These compensation actions generate savings of \$8.6 million in the General Fund, offset by overhead and other reimbursement losses of \$856,000, resulting in total net General Fund savings of \$7.7 million. In the Planning, Building and Code Enforcement Department, the General Fund savings totals \$766,146 as reflected in the 2010-2011 Adopted Budget. It should be noted that because of the timing of the concession agreements, the total value of the savings in all other funds is not yet available. Compensation savings generated for other funds will be brought forward as part of the 2009-2010 Annual Report, to be released on September 30, 2010. (Ongoing General Fund savings: \$383,073)

Performance Results: N/A

Planning, Building and Code Enforcement Department

Budget Changes By Department (Cont'd.)

Adopted Budget Changes	Positions	All Funds (\$)	General Fund (\$)
3. Planning, Building and Code Enforcement Department Management and Professional Employees Total Compensation Reduction		(40,285)	(24,624)

Community and Economic Development CSA
Development Plan Review & Building Construction Inspection

Neighborhood Services CSA
Community Code Enforcement

This action is a reduction in personnel costs equivalent to 5% of total compensation for Executive Management and Professional Employees (Unit 99). The savings generated from these actions helps address the General Fund shortfall, thereby retaining City services which may otherwise have been eliminated. The compensation adjustments include a 4.75% general wage decrease, freezing of merit increases, healthcare cost sharing changes (from 90% City/10% employee to 85% City/15% employee), healthcare plan design changes including increased co-pays, and changes in healthcare in lieu, healthcare dual coverage, and disability leave supplement., These actions result in savings of \$1.23 million in the General Fund including overhead loss and \$2.1 million in all funds. In the Planning, Building and Code Enforcement Department, savings total \$24,624 in the General Fund, \$40,285 in all funds. (Ongoing savings: \$40,285)

Performance Results: N/A

4. Planning Fee Program	(0.20)	(9,146)	(9,146)
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Community and Economic Development CSA
Development Plan Review & Building Construction Inspection

This action balances revenues and expenditures projected at \$2.5 million in the Planning Fee Program. The elimination of 0.50 Planner (the remaining 0.50 Planner is included in the Historic Preservation Program proposal) and reassignment of 0.20 Planner position to the Building Fee Program was approved as well as the addition of 0.50 Senior Planner from the General Fund. The Senior Planner position reallocation is necessary to oversee the Environmental Review process of development review and can be absorbed by the program with no increase to fees. (Ongoing savings: \$14.463)

Performance Results:

Cost This action will align resources to match projected revenue levels in the Planning Fee Program ensuring that the Program will attain a 100% ratio of fee revenue to fee program costs. **Cycle Time** It is anticipated that there will not be any further erosion to cycle times as a result of these actions.

Planning, Building and Code Enforcement Department

Budget Changes By Department (Cont'd.)

Adopted Budget Changes	Positions	All Funds (\$)	General Fund (\$)
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5. Vehicle Maintenance Staffing and Contractual Services		(6,000)	(6,000)
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Community and Economic Development CSA

Development Plan Review & Building Construction Inspection

Long Range Land Use Planning

Neighborhood Services CSA

Community Code Enforcement

This action generates city-wide vehicle maintenance and operations cost savings totaling \$778,500 (\$618,956 in the General Fund), resulting from the elimination of 5.0 positions (1.0 Division Manager, 1.0 Mechanical Parts Assistant, 1.0 Equipment Mechanic Assistant II, 1.0 Mechanic, and 1.0 Senior Mechanic) in the General Services Department. In addition, overtime funding (\$30,000) as well as fleet contractual funding (\$200,000) was reduced. The cost savings in the Planning, Building and Code Enforcement Department, Community Code Enforcement, Development Plan Review & Building Construction Inspection, and Long Range Land Use Planning Core Services is \$6,000. The elimination of these positions reduces management oversight, as well as preventative maintenance activities performed by the Fleet and Equipment Services Division. Every effort will be made to minimize service level impacts, and priority will be given to public safety fleet. (Ongoing savings: \$7,000)

Performance Results:

Quality, Customer Satisfaction This action reduces the percentage of vehicles that are available for use by departments when needed. Customer satisfaction with the timeliness of work order completion may also decrease. It should be noted that public safety fleet will be given priority.

6. Building Fee Program	12.70	1,621,150	1,621,150
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Community and Economic Development CSA

Development Plan Review & Building Construction Inspection

This action balances revenues and expenditures projected at \$14.55 million in the Building Fee Program through several actions. The following actions were approved: a 27% increase to the Permit Center hourly fee, increased Plan Review Express and Special Tenant Improvements/Industrial Tools Improvement usage, General Fund support, the use of the Building Fee Reserve (\$204,348) and various expenditure actions.

The expenditure actions include: the restoration of 12.5 positions on a one-time basis, reallocation of 0.45 Senior Engineer position from Redevelopment Agency support, and reallocation of 0.20 Planner from the Planning Fee Program. These actions will allow the department to create an additional Express Plan Review line staffed with a Building Inspector, Associate Engineer, and 0.5 Planner and to assist customers in the Permit Center with the addition of a Principal Permit Specialist and Senior Permit Specialist. There are currently two express lines, one each for Residential and Commercial projects. This additional line will allow the program to process more complicated and larger projects on an expedited timeline. A second Special Tenants Improvement/Industrial Tool Improvements line staffed with an Associate Architect, Planner, two Building Inspectors and Senior Permit Specialist was also approved and will allow plans to be reviewed and inspected at the "speed of business". The two Permit Specialist positions were restored on a temporary basis in February 2010 in order to reduce the wait times in the Permit Center. A temporary Planner position is necessary in order to provide addresses for new developments, for an efficient annexation process and for a rapid response in

Planning, Building and Code Enforcement Department

Budget Changes By Department (Cont'd.)

Adopted Budget Changes	Positions	All Funds (\$)	General Fund (\$)
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6. Building Fee Program (Cont'd.)

resolving addressing issues. Reinvesting savings from recent concessions imposed by the City Council with the Association of Building, Mechanical and Electrical Inspectors (ABMEI) has allowed for the ongoing restoration of a Building Inspector and a Supervising Building Inspector to the Inspection Unit. These actions will allow the program to improve upon existing performance targets which have eroded over the last year (scheduled inspections within 24 hours and completing 100% of scheduled inspections within 48 hours as well as completing 85% of building plan check within committed project cycle times). (Ongoing costs: \$302,231)

Performance Results:

Cost This action aligns resources to match projected revenue levels in the Building Fee Program ensuring that the Program will attain a 100% ratio of fee revenue to fee program costs. **Cycle Time** It is anticipated that cycle time targets for inspections and building plan checks will be achieved.

7. Code Enforcement Fee Programs	0.41	205,215	205,215
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Neighborhood Services CSA *Community Code Enforcement*

This action eliminates a filled Senior Office Specialist position and reallocates portions of various positions (1.41 positions) from the General Fund and Community Development Block Grant Fund to the Multiple Housing, Solid Waste Fee and Off-Sale Alcohol Fee Programs. These positions support the administrative, management and supervisory functions of the fee programs and more accurately align department resources with budgeted funding sources. The permanent elimination of the clerical position will offset a portion of the funding shifts. (Ongoing costs: \$196,210)

Performance Results:

Cost To maintain full cost recovery, PBCE included fee increases of 13.0%, 26.5%, and 19.5% to the Multiple Housing, Solid Waste, and Off-Sale Alcohol Enforcement Fees, respectively.

8. Special Long Range Planning Efforts	(1.50)	75,980	(29,392)
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Community and Economic Development CSA *Long Range Land Use Planning*

This action eliminates 1.50 positions in Long Range Planning and consists of the following adjustments:

- Elimination of 0.50 Planner and 1.00 Senior Planner (remaining 0.50 Planner is included in the Planning Fee Program action). This reduction results in the elimination of the Historic Preservation Program saving a total of \$196,987. A portion (0.50) of the Planner position was supported by the Planning fee program and these resources were reallocated to a newly created 0.50 Senior Planner in order to oversee the Environmental Review process (as described in the Planning Fee Program action). The remaining 0.50 Senior Planner approved for elimination was funded by the Redevelopment Agency and can no longer be supported. All public outreach requiring environmental clearance will need to pay service fees. All proactive historic survey work will stop, including assisting residents with the Mills Act Tax incentive and work on potential new Historic Landmarks. The Historic Landmarks Commission will meet as required only for input pertaining to fee-funded activities such as Historic Preservation Permits;

Planning, Building and Code Enforcement Department

Budget Changes By Department (Cont'd.)

Adopted Budget Changes	Positions	All Funds (\$)	General Fund (\$)
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8. Special Long Range Planning Efforts (Cont'd.)

- Addition of temporary planning resources (\$105,372) to assist with the development of the Diridon Station Area Plan, funded by capital funds; and
- Addition of temporary resources (\$167,595) for the City's share for the preparation of the Santa Clara Valley Habitat Plan funded by an earmarked Environmental Mitigation Reserve (\$79,340) and the General Fund. In 2004-2005, the City entered into a multi-year inter-agency cost sharing agreement with the County of Santa Clara, the Valley Transportation Authority, the Santa Clara County Water District, and the cities of Gilroy and Morgan Hill to develop the Santa Clara Valley Habitat Conservation Plan/Natural Community Conservation Plan with the U.S. Fish and Wildlife Service. This Plan is to be incorporated into the Coyote Valley Specific Plan environmental plan.

(Ongoing savings: \$212,406)

Performance Results:

Cycle Time, Customer Satisfaction This action may cause delays for customers seeking fee-funded historic preservation permits and lead to a decrease in customer satisfaction due to cessation of proactive historic survey work. The addition of temporary resources allows the Department to address Diridon Station Area planning needs and preparation of the Santa Clara Valley Habitat Plan.

9. Rebudget: FileNet Upgrade **198,422** **198,422**

Community and Economic Development CSA
Development Plan Review & Building Construction Inspection

The rebudget of unexpended 2009-2010 funds will allow for the upgrade of the FileNet system. This project is critical to maintain the current Imaging system, which provides records retention capabilities to the City for the storage, retrieval and maintenance of vital City-wide records, including those for PBCE, as well as Environmental Services, the City Clerk's Office, Public Works, Fire, and the City Manager's Office. (Ongoing costs: \$0)

Performance Results: N/A (Final Budget Modification)

10. Rebudget: Annexation and Sign Code Update **102,500** **102,500**

Community and Economic Development CSA
Long Range Land Use Planning

The rebudget of unexpended 2009-2010 funds will allow for completing maps and legal descriptions for Annexation activities and a legal services peer review of the Sign Code Update Ordinance. (Ongoing costs: \$0)

Performance Results: N/A (Final Budget Modification)

Planning, Building and Code Enforcement Department

Budget Changes By Department (Cont'd.)

Adopted Budget Changes	Positions	All Funds (\$)	General Fund (\$)
11. Rebudget: Code Enforcement Information Technology Programming Services		6,100	6,100
<i>Neighborhood Services CSA</i> <i>Community Code Enforcement</i>			
The rebudget of unexpended 2009-2010 funds will allow for Information Technology Programming Services for Code Enforcement activities to begin the consolidation of the code enforcement system with the development fee program system (AMANDA). (Ongoing costs: \$0)			
Performance Results: N/A (Final Budget Modification)			
2010-2011 Adopted Budget Changes Total	0.00	42,511	867,189

Planning, Building and Code Enforcement Department

Departmental Position Detail

Position	2009-2010 Adopted	2010-2011 Adopted	Change
Accounting Technician	2.00	2.00	-
Administrative Assistant	1.00	1.00	-
Administrative Officer	1.00	1.00	-
Analyst II	3.00	3.00	-
Assistant Director of Planning, Bldg and Code Enforcement	1.00	1.00	-
Associate Architect	1.00	1.00	-
Associate Engineer	8.00	8.00	-
Building Combination Inspector (Cert.)	41.00	38.00	(3.00)
Building Inspection Manager	3.00	2.00	(1.00)
Code Enforcement Inspector I/II	55.00	47.00	(8.00)
Code Enforcement Supervisor	5.00	5.00	-
Deputy Director, Code Enforcement	1.00	1.00	-
Deputy Director, Unclassified	1.00	1.00	-
Director of Planning, Building and Code Enforcement	1.00	1.00	-
Division Manager	6.00	6.00	-
Environmental Inspector II	4.00	4.00	-
Geographic Systems Specialist	3.00	2.00	(1.00)
Network Technician	1.00	1.00	-
Office Specialist II	1.00	1.00	-
Permit Specialist	1.00	0.00	(1.00)
Planner I/II	18.00	15.50	(2.50)
Planning Technician	3.00	1.00	(2.00)
Principal Office Specialist	2.00	2.00	-
Principal Permit Specialist	4.00	4.00	-
Principal Planner	4.00	3.00	(1.00)
Program Manager	1.00	0.00	(1.00)
Regional Park Aide PT	8.00	8.00	-
Secretary	1.00	1.00	-
Senior Account Clerk	3.00	1.00	(2.00)
Senior Analyst	2.00	2.00	-
Senior Engineer	4.00	4.00	-
Senior Office Specialist	23.00	16.00	(7.00)
Senior Permit Specialist	5.00	7.00	2.00
Senior Planner	9.00	6.00	(3.00)
Senior Planner PT	0.00	0.50	0.50
Senior Supervisor, Administration	3.00	3.00	-
Senior Systems Application Programmer	1.00	0.00	(1.00)
Staff Technician	1.00	1.00	-
Supervising Building Inspector (Cert.)	7.00	8.00	1.00
Supervising Environmental Services Specialist	1.00	1.00	-
Supervisor, Administration	1.00	1.00	-
Total Positions	241.00	211.00	(30.00)